

**APPENDIX B TO THE
AGREEMENT
BY AND BETWEEN
KING COUNTY
AND
TECHNICAL EMPLOYEES ASSOCIATION
Department of Natural Resources & Parks – Staff and Supervisors (424)**

RE: Classifications & Rates of Pay

The parties, King County and the Technical Employees Association representing employees within the Department of Natural Resources & Parks, having bargained in good faith hereby agree as follows:

1. The parties agree to conduct a wage survey pursuant to King County Ordinance 11480 for the purpose of determining the appropriate compensation for any classifications to be implemented for employees within the bargaining units covered by this agreement. Pay adjustments shall be as set forth below.
 - A. The effective date of adjustments to the new pay ranges and job classifications shall be July 1, 2002, for all regular, temporary, provisional, and term-limited temporary employees represented by TEA as of that date.
 - B. The effective date of adjustments to new pay ranges and job classifications for all regular employees, temporary, provisional, and term-limited temporary employees hired after July 1, 2002, shall be their date of hire.
 - C. The parties agree that the methodology associated with retroactive application of any pay adjustments shall be subject to negotiations. Any retroactive payments made pursuant to this Agreement shall be subject to regular and legally required withholding. This will include deductions for purposes of the Public Employment Retirement System (PERS); employees' PERS obligation shall be deducted from any retroactive payment check.
 - D. The County will implement any pay increases set forth in this Agreement as soon as practicable and consistent with all applicable laws.

2. When new titles and the ten-step squared salary table are implemented for employees moving to new titles, the parties recognize and agree that two positions, along with their incumbents be allocated as follows according to the step placement methodology described above. These allocations shall be effective the date of the incumbents' promotion to the Supervising Water Quality Planner IV positions:

Employee's Name	Current Job Title	New Job Classification	New Pay
Peggy Leonard	Supervising Water Quality Planner IV	Environmental Program Managing Supervisor	Pay Range 71 (King County Squared Table – Exempt)
Laura Wharton	Supervising Water Quality Planner IV	Environmental Program Managing Supervisor	Pay Range 71 (King County Squared Table – Exempt)

3. The following incumbents have been classified in newly adopted classifications and are paid on the Square Salary table; the parties agree that these employees are not entitled to additional compensation under the provisions:

Employee's Name	Job Classification
Caroline Edwards	Admin Spec II
Katherine M. Fischer	Water Quality Planner/Project Manager III
Tom Fox	Program Project Manager IV
Steven W. Gilbert	Water Quality Planner/Program Project Manager IV
Shirley Marroquin	Environmental Program Managing Supervisor
Laurie J. McCray	Water Quality Planner/Program Project Manager IV
Susan E. Meyer	Water Quality Planner/Program Manager II
Phyllis Meyers	Water Quality Planner/Program Manager III
Barbara R. Questad	Water Quality Planner/Program Manager III
Wesley N. Sprague	Water Quality Planner/Program Manager III
Joe Sullivan	Program Project Manager III
Stephen A. Tolzman	Water Quality Planner/Project Manager II
Martha Tuttle	Program Project Manager III

APPROVED this _____ day of _____, 2004

King County Executive

Approved by:

Ken Madden, President
Technical Employees Association

Date